

COMMISSION ON ACCREDITATION FOR CORRECTIONS

STANDARDS COMPLIANCE INITIAL AUDIT

The GEO Group, Inc.
Reeves County Detention Center III
Pecos, Texas

October 8 - 10, 2008

VISITING COMMITTEE MEMBERS

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A. Introduction

The audit of the Reeves County Detention Center III, Pecos, Texas, was conducted on October 8-10, 2008, by the following team: Gail Zeek, Chairperson; James Pitoseck, Member; and Fletcher Morgan, Member.

B. Facility Demographics

Rated Capacity: 1352

Actual Population: 1325

Average Daily Population for the last 12 months: 1322

Average Length of Stay: 3 months, 10 days (this contract has been in effect since 1/2007 therefore, the average appears low)

Security/Custody Level: Minimum/minimum

Age Range of Offenders: 18-74

Gender: Male

Full-Time Staff: 199

37 Administrative Support, 38 Program, 124 Security, Other

C. Facility Description

The Reeves County Detention Center III compound was constructed in December 2002, on approximately 80 acres. RCDC III consists of three housing units, centralized program building, food service, laundry, medical, and indoor/outdoor recreation. An administration building and warehouse are located on the exterior of the secure perimeter. The GEO Group began a contract in 2004 with Reeves County to manage the facility. RCDC III originally housed male offenders from Arizona. In January 2007, a contract was awarded by the Federal Bureau of Prisons (BOP) to house low security criminal alien male offenders.

The management team at the facility are employees of The GEO Group. The remainder of the staff is employees of Reeves County. Commissary services are contract to Midstates, Inc. Medical services are contracted to Physicians Network Association. Potable water and waste treatment are provided by the City of Pecos. Pest control is by contract.

In late 2007, the RCDC complex consolidated the Human Resource Departments. The HR department has been aggressively recruiting employees throughout West Texas. The resurgence of the oil boom in this area has negatively effected staffing at the facility.

In late 2007, the complex also consolidated the Training Departments. CERT teams have been established at both facilities. Training records are current.

The mission of the Reeves County Detention Center III is to promote pride, professionalism and integrity in the working environment; provide a safe working environment for staff and offenders; attempt to rehabilitate offenders to produce a law-

abiding citizen; recognize our values to the community and public safety; recognize and achieve the cost effectiveness of the institution; achieve our goal to set a positive example, promoting a strong work ethic and insuring optimum productivity; and allow each to participate in a culturally diverse environment where everyone's opinion counts.

D. Pre-Audit Meeting

The team met on October 5, in Monahans, to discuss the information provided by the Association staff and the officials from RCDCIII.

The chairperson divided standards into the following groups:

Standards # 4-4001 to #4-4169: Gail Zeek, Chairperson
Standards # 4-4170 to #4-4343: James Potiseck, Member
Standards # 4-4344 to #4-4521: Fletcher Morgan, Member

E. The Audit Process

1. Transportation

The team was escorted to the facility by Michael Bradley, Director of Accreditation, The GEO Group.

2. Entrance Interview

The audit team proceeded to the office of Kevin Moore, Warden. The team expressed the appreciation of the Association for the opportunity to be involved with Reeves County Detention Center III in the accreditation process.

Kevin Moore, Warden, escorted the team to the visit room where the formal entry meeting was held.

The following persons were in attendance:

Kevin Moore, Warden
Richard Subasavage, Deputy Warden
Ray Pena, Maintenance Supervisor
Kimberly Gonzalez, Assistant Business Manager
Kathy Lozoya, Human Resource Clerk
Patricia Russell, HR Clerk
Tyra Subasavage, HR Manager
Ramona McDaniel, Quality Assurance
Anabell Madril, Operations Clerk
Ruby Briceno, Grievance Lt.
Eric Rodriguez, Laundry Supervisor
Andy Hannah, Safety Officer

Jesse Contreras, DHO
Raul Palomino, Records
Francisco Alvarez, SIS
Oscar Solis, Major
Alfredo Paz, Training Director
Mike Sticht, Education Director
Cecil Nichols, Program Director
Chad DeVivo, SHU Lt.
Tammy Lozano, Unit Manager
Carolyn Edwards, CMC
Silvanna Licon, Mail Room Supervisor
Lou Ann Millsap, Medical HAS
Lori Gaskin, Medical
Louis Gonzales, Medical Regional Director, PNA
Sylvia Jaquez-Garcia, Administrative Secretary
Michael Bradley, Director of Accreditation, The GEO Group
Kent Andrews, Special Asst. to Central Region V.P., The GEO Group
Randy Blanton, Contract Compliance Director, Central Region, The GEO Group

It was explained that the goal of the visiting team was to be as helpful and non-intrusive as possible during the conduct of the audit. The chairperson emphasized the goals of accreditation toward the efficiency and effectiveness of correctional systems throughout the United States. The audit schedule was also discussed at this time.

3. Facility Tour

The team toured the entire facility from 1:00 p.m. to 3:00 p.m. The following persons accompanied the team on the tour and responded to the team's questions concerning facility operations:

Kevin Moore, Warden
Richard Subasavage, Deputy Warden
Ramona McDaniel, Quality Assurance
Ruby Briceno, Grievance Lt.
Andy Hannah, Safety
Oscar Solis, Major
Michael Bradley, The GEO Group
Kent Andrews, The GEO Group
Randy Blanton, The GEO Group

4. Conditions of Confinement/Quality of Life

During the tour, the team evaluated the conditions of confinement at the facility. The following narrative description of the relevant programmatic services and functional areas summarizes the findings regarding the quality of life.

Security

The perimeter of the facility is surrounded by two rows of 12-foot chain link topped with two rows of razor wire, one row attached to the middle of the fence, and seven rows attached to the bottom of the fence. There are also two rows attached to the top of the inner fence. An armed mobile patrol is utilized 24 hours per day. The facility utilizes the towers near the recreation yard when the yard is open.

The facility perimeter has a total of three designed breaches. The rear sallyport for vehicles is used only in the case of an emergency. The front sallyport is for vehicle entry. The entry at Central Control for authorized staff and official visitors. These entrances are controlled by Central Control. Vehicles are logged and thoroughly searched upon entry and exit.

Six high-pressure sodium high-mast lights, in combination with mercury vapor wall packs on the buildings ensure high visibility during night time hours. A Pelco video camera surveillance system with tilt/pan/zoom and recording capability is utilized.

An active sensitivity shaker fence alarm system is utilized for perimeter security. This system is monitored in Central Control. All alarms are communicated to the mobile patrol officer who drives to the location of the alarm and visually observes the status of the fence and notifies Central Control of the status of the alarm. Both of the sallyports and Central Control entrances are equipped with a microwave motion sensor alarm system and are monitored by Central Control.

All security staff is issued hand-held radios to communicate throughout the facility or notify Central Control and supervisors of emergency situations. The majority of support staff is issued radios.

The Armory is neat and orderly and has an up-to-date inventory.

The facility conducts training drills and emergency response drills throughout the year.

Environmental Conditions

The facility meets the standards for air, heat, noise and light. The facility dormitories do not meet the standard for natural light.

Sanitation

The facility sanitation is met through use of offender workers under staff supervision. Toxic/caustic cleaning supplies are appropriately controlled. Offender sleeping areas are neat.

Fire Safety

The Smart System by Systech Inc., monitors smoke and heat detection and sprinkler systems throughout the facility. The system is equipped with a tamper and flow detection device. Alarms are monitored in the facility Central Control.

An ansul fire suppression system is available over cooking appliances in the kitchen area. Additionally, fire extinguishers, fire hose systems, stand pipe systems and fire hydrants are available throughout the facility. All systems are inspected as required with no deficiencies noted. The Pecos fire department provides fire protection.

Weekly, monthly and annual inspections are completed as required with no major deficiencies noted. Fire drills are held according to a schedule.

Food Service

The food service area is well ordered. Tool control is acceptable. Freezer and cooler temperatures are recorded and within acceptable limits. Regular inspections are conducted with no major deficiencies noted.

There is a cycle menu that is developed by a registered dietician. Special diets are available.

The dining areas are large enough to accommodate adequate meal time for the offender population.

Medical Care

Medical services are provided through a contract agreement with Physicians Network Association (PNA). The Health Services Department at RCDC III is an outpatient ambulatory clinic. The clinic is staffed with licensed professional health care staff 24-hours per day, seven days a week. All routine, non-emergency medical, dental and mental health, laboratory, radiology, pharmacy and optometry services are available on-site.

An intake medical screening is completed upon the offender's arrival at the facility. Based on the information gathered during the screening, further treatment will be conducted and/or referrals to the appropriate person/department will be completed.

Medical personnel review sick call requests daily and determine necessary action. Appointments for evaluation in sick call are made within 48 hours on week days or 72 hours on weekends or holidays. If the reviewer determines that the need for clinical evaluation is immediate, security staff is contacted to allow the offender to come to the clinic immediately. Sick call services are available five days per

week. A physician and/or mid-level provider is available on-site a minimum of five days per week. After hours services are provided by an on-call physician or mid-level provider.

The clinic area is well appointed and sufficient for the size of the facility. Staff is knowledgeable and professional. A random check of charts found no deficiencies. Needles, sharps and tools were audited and found to be in order with proper inventory and accounting.

Dental services are available a minimum of 20 hours per week. A part-time dentist is on-site at least 20 hours per week and is available for additional hours if deemed necessary or in the event of a dental emergency.

A part-time licensed professional counselor is available to the offender population to assist with mental health needs. Services include assessment, monitoring, counseling, and review of records.

Scheduled periodic care and treatment is provided for offenders diagnosed with chronic conditions. Offenders with a diagnosed chronic condition are evaluated by a physician a minimum of once every 90 days. Interim health care provider visits are conducted as deemed necessary based on results of diagnostic testing and other identifiers. A full-time nurse manages the chronic clinic caseload to ensure compliance.

Physician on-call services are available 24-hours per day. Emergency services are provided by the Reeves County Hospital in Pecos or by Medical Center Hospital in Odessa.

Recreation

A large outdoor recreation area is open daily except for count times. Handball, soccer, and volleyball are available to the offender population. An indoor recreation area contains stationary exercise equipment and a large hobby shop.

Religious Programming

The religious needs of the facility are met through a full-time chaplain and numerous volunteers. There are religious activities occurring daily per a posted schedule.

Offender Work Programs

Work programs are available in the food service area, housekeeping, maintenance, laundry, commissary, library and as tutors in the education program.

Academic and Vocational Education

Academic programs are offered in ABE, GED and ESL. The GED exam is given periodically in both English and Spanish. Vocational programming includes horticulture and custodial trades. It is anticipated the education program will be certified prior to the next audit.

Social Services

Social Services are provided by the case managers and unit managers. Managers are located on the housing units and available to offenders through appointments. Case managers are responsible for handling informal grievances, the starting process of the inmate grievance system.

Visitation

The visiting room at RCDC III is large and well appointed. Visiting is allowed Saturday and Sunday from 8 a.m.-4 p.m. and on approved holidays. Each offender is allowed four four-hour visits per month with no more than one four-hour visit per day. Attorney visits are scheduled through the offender's case manager and occur Monday-Friday. Attorney visits are not counted against allowed visits per month.

Library Services

The library contains a complete set of law books and typewriters are available for offender use. The leisure library contains a selection of leisure reading material in both English and Spanish. Library services are available seven days a week. The library is under the supervision of a general librarian with offender clerks.

Laundry

Laundry exchange is available according to a posted schedule. The central laundry is responsible for the laundering of all offender linen and clothing. There is sufficient inventory of linen and clothing in stock to provide the necessary exchange and replacement. There is a mini-laundry available for offenders who wish to launder their personal clothing. Detergent is available in the Commissary.

F. Examination of Records

Following the facility tour, the team proceeded to the conference room to review the accreditation files and evaluate compliance levels of the policies and procedures. The facility has no notices of non-compliance with local, state, or federal laws or regulations.

1. **Litigation**

Over the last three years, the facility had no consent decrees, class action lawsuits or adverse judgments.

2. **Significant Incidents/Outcome Measures**

A review of the significant Incident Summary indicates very few problems. There is no tension noted at the facility.

A review of the Health Care Outcome Measures find them to be consistent with expected outcomes based on the offender population.

3. **Departmental Visits**

Team members revisited the following departments to review conditions relating to departmental policy and operations:

<u>Department Visited</u>	<u>**Person(s) Contacted</u>
SHU	Officer Marrufo
Food Service	Louis Villaloboz Food Service Specialist Hernandez
Maintenance	Ray Pena, Supervisor
Education	Michael Sticht
Control Center	Officer Porter
Mailroom	Silvanna Licon, Supervisor
Grievance	Lt. Ruby Briceno
Laundry	Eric Rodriquez
Fire/Safety	Andy Hannah
Intake/Booking	Officer Hector Lozano
Library	Debra Bertleson
Horticulture	Juan Salcido
Barbershop	R. Chabarria

Records	Janet Natividad
Central Control	Officer Morgan
Waterhouse	Armando Celedon, Manager
Commissary	P. Morales, Supervisor
Units	Officer A. Thetford Case Managers Baeza and Mendoza
Medical	Lou Ann Millsap, HAS Louis Gonzales, Medical Reg. Dir., PNA

4. Shifts

a. Day Shift

The team was present at the facility during the day shift from 6 a.m. to 6 p.m.

The audit team spoke with both staff and offenders. The staff is professional and answered all questions competently. The offender population speaks mostly Spanish. The population generally agreed that staff treated them fairly.

b. Evening Shift

The team was present at the facility during the evening shift from 6 p.m. to 6 a.m.

The audit team observed the evening meal and visited various program areas and medical. Again, staff was amenable to answering all questions completely.

5. Status of Previously Non-compliant Standards/Plans of Action

This was an initial audit.

G. Interviews

During the course of the audit, team members met with both staff and offenders to verify observations and/or to clarify questions concerning facility operations.

1. Offender Interviews

The audit team interviewed approximately 25 offenders. There were no generalized complaints offered. Some offenders spoke about the need for more programs. All agreed that staff treatment was fair.

2. Staff Interviews

The audit team interviewed approximately 30 staff. The staff at RCDCH is professional and knowledgeable about their jobs. Most agreed that they look at their employment as a career that offers stability and good benefits.

H. Exit Discussion

The exit interview was held at 11:00 a.m. in the visiting room with the warden and 35 staff in attendance.

The following persons were also in attendance:

Michael Bradley, Accreditation Director, The GEO Group
Kent Andrews, Special Asst. the Central Region V.P., The GEO Group
Randy Blanton, Contract Compliance Director, Central Region, The GEO Group
Michael Malone, BOP Senior Secure Institutional Manager
Jorge Esquivel, BOP Inmate Systems Specialist

The chairperson explained the procedures that would follow the audit. The team discussed the compliance levels of the mandatory and non-mandatory standards and reviewed their individual findings with the group.

The chairperson expressed appreciation for the cooperation of everyone concerned and congratulated the facility team for the progress made and encouraged them to continue to strive toward even further professionalism within the correctional field.

COMMISSION ON ACCREDITATION FOR CORRECTIONS
AND THE
AMERICAN CORRECTIONAL ASSOCIATION

COMPLIANCE TALLY

Manual Type	<i>Adult Correctional Institutions, 4th Edition</i>
Supplement	<i>2006 Standards Supplement</i>
Facility/Program	Reeves County Detention Center III
Audit Dates	October 8-10, 2008
Auditor(s)	Gail Zeek, Chairperson James Potiseck, Member and Fletcher Morgan, Member

	MANDATORY	NON-MANDATORY
Number of Standards in Manual	61	470]
Number Not Applicable	2	47
Number Applicable	59	423
Number Non-Compliance	0	4
Number in Compliance	59	419
Percentage (%) of Compliance	100%	99%
<ul style="list-style-type: none"> • Number of Standards minus Number of Not Applicable equals Number Applicable • Number Applicable minus Number Non-Compliance equals Number Compliance • Number Compliance divided by Number Applicable equals Percentage of Compliance 		